

London Transport Museum (LTM), explores the powerful link between transport and the growth of London, its culture and society. By sharing this story of innovation, ingenuity, creativity and design, we ignite curiosity about the world around us and how to shape its future.

LTM has been working with young people for over a decade and prides itself on being an organisation that listens to young people, involving them in the decision making and the running of Museum activities.

The Museum's Young People's Skills team has a clear mandate from young people, where everything we do must support young people to take real steps on their career paths. We are accountable to young people for providing collaborative, open and responsive programmes, offering paid work as much as possible, providing training and progression throughout, opening space for creativity, building professional networks and supporting wellbeing.

Who was Khadija Saye?

This Fellowship was set up in memory of Khadija Saye who worked as a Young Freelancer at LTM at the time of her death in June 2017. Khadija was an inspiring activist, photographer, artist and educator at the beginning of her career. This programme seeks to support more young people, who share Khadija's drive and ambition, into their careers in arts, culture and photography.

What is the Khadija Saye Photography Fellowship?

We are looking for a **Khadija Saye Photography Fellow** to support and photograph aspects of the Museum's work over the course of a year.

The Fellowship will run from **Monday 4 July 2022 to Friday 7 July 2023**.

The Khadija Saye Photography Fellowship is a paid, flexible, year-long career development role for Londoners aged 18-25. This role will help you develop your confidence, skills and experience and enable you to build networks in the cultural and photography sector. As part of your role, we will provide training to help set you up as a self-employed person and establish yourself as a freelancer. Training includes project management, goal-setting and reflective practice. You will be offered a wide range of photographic briefs and opportunities throughout the year from teams across the Museum and with other cultural organisations we work with.

How does it work?

- You will be sent freelance opportunities throughout the year
- Pay is **£13.81 per hour** including post-production on briefs (this is London Living Wage plus 25% in recognition of your self-employed status)
- We also pay £6.90 per hour for personal and professional development training you attend while on the programme.

What's in it for me?

- Paid work to develop your skills, experience and networks. Activities may include photography at public events and activities at the Museum; working behind the scenes in the offices, or at our Museum Store at Acton; or work on photographic briefs, sharing your opinions and making changes.
- Expert support and training from the Museum's Young People's Skills team whilst learning on the job.
- A £500 bursary towards your own equipment, portfolio, exhibition, or other professional development as a photographer.
- Free access to training, talks and workshops at [The Photographers' Gallery](#) as part of their DEVELOP Careers Programme.
- Portfolio reviews, training in camera skills, shoot space and access to cameras and equipment for the duration of your Fellowship from The Photographer's Gallery.
- Support from an [Arts Emergency](#) mentor for the whole of 2023, to build your network beyond LTM.
- Opportunities to work at other arts and cultural organisations, providing experience and helping you to develop a strong portfolio and new contacts.
- The chance to pitch, develop and deliver your own project for the Museum.
- Being part of a team that also includes six Young Freelancers and a Young People's Skills Programme Apprentice.

Who is this programme for?

The Young People's Skills team works with Londoners aged 18-25 who are under or unemployed and seeking meaningful careers in the arts, culture and heritage sector.

You are untapped talent: Ready for work but facing barriers to getting the start you need in your chosen field. You may be unemployed and out of education, stuck as an endless professional volunteer, or underemployed – working in low wage/low prospect jobs, grafting in the growing gig economy and lacking the support to make a change.

You are trailblazers: Seeking employment in sectors that do not yet reflect you or our city's diversity – diversity of gender, cultural background, sexuality, disability, class and the places where they intersect. You bring a fresh perspective, new ideas and lived experiences that will shape and develop the future workforce.

You are creative: We will work collaboratively with you – opening space for debate, co-production, risk and allowing multiple perspectives that challenge us, our organisation and sector to be better.

What are we looking for?

The Khadija Saye Photography Fellowship is a development role, we recruit based on your motivation and potential and do not have minimum education or work experience requirements. We are looking for people who are:

- Aged 18 – 25 wishing to learn and gain new skills
- Keen photographers ready to start their freelance career
- Problem-solvers
- Excellent communicators
- Able to work within a team
- Interested in finding out what a career in the cultural sector might look like
- Able to organise their own time effectively

As the Fellowship is a freelance role, the amount of work and training you will do each month will vary. The Fellowship is not suitable for someone who is in full-time employment or education. Often Fellows have additional part-time jobs and so the programme is designed to work flexibly with your availability.

This role requires an enhanced Disclosure and Barring Service (DBS) check arranged by the Museum when you start.

How do I apply?

We recruit based on your potential and motivation. To apply for this role please send an email to youngpeople@ltmuseum.co.uk which includes:

- Your CV
- 5 of your own photographs (maximum one MB each) that best represent your work, or provide a link to your website.
- Answers to the 3 questions below:

1. We are looking for untapped talent:

How would being the Khadija Saye Photography Fellow help you get to where you want to be in your career?

2. We are looking for people with fresh perspectives to shape the future:

What are you passionate about and what does this bring to the role?

3. We are looking for people who are creative thinkers:
Tell us about a time you've worked with other people to solve a problem

Your three written answers should be no more than 600 words in total (roughly one side of A4). We are happy to accept brief audio or video applications if preferred. Please send us an email if you have any questions about this.

Application deadline: 12 noon Tuesday 3 May 2022

What happens next?

The recruitment is in two stages. If your initial application is successful, you will be invited to a Group Interview via Zoom. This will be followed by an interview with the Young People's Skills team at LTM.

More information about this is available in our **Guidance for Applicants**. You can download this document and find out more at:

www.ltmuseum.co.uk/about/opportunities/young-people/young-freelancers

Interviews will take place on the following dates:

Group Interviews (online): Wednesday 25 May 2022

Individual Interviews (in person at LTM): Thursday 9 June 2022

If you are appointed as a Khadija Saye Photography Fellow, your induction week will run from **Monday 4 July to Friday 8 July 2022**. This week is paid at the training rate and you must be able to attend the full week.

Unsuccessful candidates will receive feedback and an invitation to sign up for training sessions on interview skills, how to demonstrate your skills, and identifying your next steps. Selected candidates will also be invited to participate in a five-day personal development project running from Monday 27 June to Friday 1 July 2022.

Any questions? Email Georgia, the Creative Careers Apprentice at youngpeople@ltmuseum.co.uk